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ABSTRACT

A progress report is provided concerning those 4-H Staff Development and Training programs conducted at the national level and partially financed by a W. K. Kellogg Foundation Grant. During the first three months of 1972, seven workshops or seminars were conducted at the National 4-H Center, involving 273 staff members from all 50 states, Puerto Rico and the Virgin Islands. Primary emphasis was on training State staff and building training models for State usage. The seven workshops or seminars were: seminar--youth involvement in community development, workshop--management for effective 4-H youth programs, experimental workshop--voluntary participation, seminar--models for volunteer leader forums, workshop--volunteer leadership development, workshop--new county extension agents doing 4-H work, and seminar--new State 4-H youth staff. Response was enthusiastic, and additional workshops and seminars for staff training are planned for 1972-73 FY. (KM)

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ED 075697

PROGRESS REPORT

NATIONAL PROGRAM OF 4-H-YOUTH STAFF DEVELOPMENT & TRAINING

Supported By:

W. K. KELLOGG FOUNDATION

To The: National 4-H Foundation

July 14, 1971 - April 1, 1972

AC014250

APRIL 1972

PROGRESS REPORT

NATIONAL PROGRAM OF 4-H YOUTH STAFF DEVELOPMENT & TRAINING

Introduction:

On November 8, 1970 the Extension Committee on Organization and Policy (ECOP) adopted a policy recommending the design and implementation of a comprehensive program of 4-H professional and paraprofessional staff and volunteer leader development. The policy requested the Extension Service, USDA (ES) to provide coordinating and leadership responsibility making full use of existing Cooperative Extension Service (CES) structure in the planning, development, implementation and evaluation of this program. It was further requested that the services of the National 4-H Foundation and the facilities of the National 4-H Center be utilized to the fullest possible extent in the conduct of the program. Included was a request that the National 4-H Foundation seek private support for the program.

Organizational Objectives of the Training Program are as Follows:

1. Improve the quality of 4-H program content for youth.
2. Improve the efficiency with which staff delivers the program to people.
3. Expand the offerings to more youth.

Objective for the Staff Training Itself are Listed as Follows:

1. Better understand and serve the youth of today and tomorrow.
2. Develop leadership that is effectively responsive to the changing needs and interests of youth, their families and the communities in which they live.
3. Strengthen the basic 4-H goal of individual personal development and responsibility.
4. Take advantage of modern methods of teaching, learning, communication and managing.
5. Develop evaluative processes that will permit better judgement of performance and contribute to constructive planning for the future.

This report includes only those 4-H Staff Development and Training programs conducted at the national level which have been partially financed by a W. K. Kellogg Foundation Grant to the National 4-H Foundation. Programs referred to herein were conducted at the National 4-H Center in Washington, D. C. between July 14, 1971 and April 1, 1972. This report was prepared by Dr. R. O. Monosmith and Dr. John Banning.

The Objectives are to be Accomplished through Five Major Thrusts:

1. Implement an intensive effort to assist in development and training for the State Leaders of 4-H in the 50 states, the District of Columbia, and Puerto Rico, and the some 300 members of these respective state 4-H staffs.
2. Demonstrate effective staff development and training models and methods which will produce effective county and area professional staffs, related specialists and supervisors, program aides, adult volunteers and teenage leaders.
3. Put special emphasis on selected program areas that relate to national concerns; emphasis on training key leadership at all levels, developing and demonstrating educational concepts and materials, program methods and techniques, and assisting in promoting and publicizing such program areas. Examples are: citizenship education, quality of environment, nutrition and international education.
4. Coordinate the training of youth leaders (professional and volunteers) from other countries, and leaders from the U. S. who work in youth programs abroad. Also, coordinate planning and implementation of U. S. programs that relate to international education and activities.
5. Demonstrate and utilize new communication equipment and devices in the training, educational, and promotional processes to improve effectiveness and efficiency. (TV, radio, other audio and/or visual devices)

In November, 1970 all of the Directors of the Cooperative Extension Service and the Executive Committee of the National Association of State Universities and Land Grant Colleges endorsed the program of Staff Development and Training, recognizing the, "importance of the National 4-H Center expansion and the foresight of Extension leadership in planning for effective use of this facility."

Implementation July 15, 1971 - April 1, 1972

In July 1971, the W. K. Kellogg Foundation announced a grant of $675.000.00 to the National 4-H Foundation to initiate the dynamic nation-wide Staff Development and Training Program.

An allocation of $185,000.00 was made from the Kellogg Grant for 1970-72, providing $126,000.00 for staff development and training, $55,000.00 for instructional and supporting staff at the Center and $4,000.00 for evaluation and reporting. The Extension Service of USDA provided an additional $12,500.00 for instructional and supporting staff.

Upon receipt of the Kellogg Grant, a National 4-H-Youth Staff Development and Training Committee was appointed with Dr. John Banning (ES), as Chairman. The members were Dr. Myron Johnrud (ES), Dr. Milton Boyce (ES), Dr. Einar Ryden (Univ. Md.), Dr. Lloyd Rutledge (ES), Dr. Jerry Macklin (Nat. 4-H Found.), Wilbert Rodgers (Nat. 4-H Found.), Francis Pressly (Nat. 4-H Found.). Dr. R. O. Monosmith (Nat. 4-H Found.), was employed as consultant to this program and added to this Committee August 1, 1971.

The National Committee, using many sources of information, identified 16 topical areas for national seminars or workshops in 1972, appointed directors for these courses, established budgets and issued a 1972 Catalog for the National Program of 4-H Staff Development and Training outlining the purpose, objectives, contents and cost of each offering.

A National Invitational Joint Meeting of State 4-H Youth Leaders and State Leaders of Staff Development was held at the National 4-H Center, September 29, 30 - October 1, 1971 for these purposes:

To develop a clear understanding regarding the National 4-H-Youth Staff Development and Training Program and uses of the National 4-H Center in its implementation.

To provide an opportunity for these combined staffs to know what training will be offered in the National 4-H-Youth Staff Development and Training Program in Fiscal 1972.

To involve this group in planning the future offerings of staff training for Fiscal 1973-74-75 and 1976 in the National 4-H-Youth Staff Development and Training Program.

Forty six states, Puerto Rico and the Virgin Islands were represented at this national meeting, with 34 states having a team of both staff development and 4-H leaders involved. A total of 87 state staff participated. Kellogg Scholarships were provided to these participants. Working in special interest workshops based upon major program areas identified in the document 4-H In the 70's, recommendations for curriculum for staff training in 1973-74-75 and 1976 were developed. These recommendations were published and distributed to all states for further refinement and translation into staff training needs. They now form the basis for proposed future seminars and workshops.

The 1972 Catalog for National Program of 4-H Staff Development and Training (attached) was distributed and discussed. Tentative indications of state interest in participation in each course to be offered in 1972 was secured at this meeting.

Participants in this national planning conference recommended changes of dates for five course offerings in 1972, to better accommodate those attending. These changes were made. The conference delegates also recommended that the membership of the national 4-H-Youth Staff Development and Training Committee consist of a balance of both state and national staff. Composition of the committee is now being revised in accordance with the recommendation.

The newly constituted national committee will have official representation of the ECOP Sub-Committees on Staff Development and on 4-H Youth. It will include two state 4-H Leaders and two State Leaders of Staff Development selected because of their demonstrated competence and interest in this area. There will also be an Assistant Director of Extension for human resources.

A week-long meeting or workshop involving one or more outstanding, outside Extension consultants is planned for committee members. They will review the extensive recommendations of all State Leaders of Staff Development and of 4-H Youth; look at evaluations of past offerings and then chart the course for the next five to ten years of national leadership in these areas. Following the first meeting they will meet annually to review past offerings and make recommendations for the coming year.

Summary of Results to Date.

Workshops and Seminars

During the first three months of 1972, seven workshops or seminars have been conducted at the National 4-H Center as a part of the National Program of 4-H Staff Development and Training supported by the Kellogg Foundation, Cooperative Extension Service, Extension Service USDA, and the National 4-H Foundation.

All 50 states, Puerto Rico and the Virgin Islands have participated in one or more of these programs with a total of 273 staff members involved. The response to this training program has been enthusiastic and widespread. The number of courses in which a state has been involved varies from one to six and the number of participants varies from one to 21 with primary emphasis on training state staff and building training models for state usage.

A brief summary of each of the seven workshops or seminars is given below. A more detailed analysis of each program and results can be found in the Appendix.

Seminar: Youth Involvement in Community Development
A team building effort to plan and implement effective specific community resource development projects focused on significant contributions teenagers and older youth can make in developing American communities. There were 87 participants from 45 states, the Virgin Island and Puerto Rico. Thirty four states had teams of both State 4-H Staff and Specialists in Community Resource Development. Time was devoted to presenting new ideas from successful CRD state programs, relevant theory and application of the ideas to development of state plans.

Workshop: Management for Effective 4-H Youth Programs
involved top management personnel from the 17 state 4-H staffs. Five days of concentrated training in management by objectives by a national authority on management and results was followed by five days of intensive application of these principles to practical important problems in these state 4-H programs. The training was tailored to the needs of each state 4-H Leader. Practical plans, written by each participant were taken back to the state for implementation. The implementation of each participant's plan of action will be evaluated at six and 12 month intervals.

Experimental Workshop: Voluntary Participation
concentrated on the utilization of relevant research findings in the area of voluntary participation in the 4-H program. Fifteen states sent 45 participants organized in teams of state 4-H staff, district staff, county staff and volunteer leaders. National authorities in research in this field served this workshop as consultants, providing counsel in helping the teams identify problems of leadership and citing sources of research information available for use in solving these problems and evaluating results.

Seminar: Models for Volunteer Leader Forums
Was designed to develop a practical model for 4-H Adult Leader Forums to be held at regional, state, area or county levels to provide competence and understanding in training volunteer leaders. In building this model, teams consisting of four volunteer leaders and one county staff member from each Extension district or area in each of the states were utilized. These teams received intensive training in leader forum program planning directed toward relevant program content, methods of implementation and evaluation leading to the development of a model for use in any geographic setting. The materials developed at this forum will be shared with all states to improve their leader training programs. The four states represented are making immediate use of this model.

Workshop: Volunteer Leadership Development
brought together the majority of the state 4-H staff members of the United States who have the major responsibility for organizing and directing the program of volunteer staff development training for 4-H. The primary aim was to help state 4-H staff become more effective trainers of area and county 4-H staff in volunteer leader development. Thirty five participants from 31 states attended. Two consultants from Center for Voluntary Society and FM Associated Ltd. were employed to give new dimensions to this training. A survey will be taken prior to Fall 1973, when a follow-up workshop will be held to determine how these 32 states have utilized their training.

Workshop: New County Extension Agents Doing 4-H Work
was carefully designed to demonstrate an intensive training program for new staff to help them become effective more rapidly and give them greater satisfaction in their work. Objectives for each training period were defined and the learning experiences designed to develop behavorial changes in the participants. Twenty participants from 11 states were involved. Nineteen consultants assisted in building the model that emphasized: importance of informal education, program planning involving adult leaders, youth staff, curriculum development, group dynamics, leadership training, communications, reaching new audiences, understanding youth and youth needs, resources, organizational and operational management and evaluation. This model will be sent to all states for their use in improving their training program for new staff. A control evaluation plan has been set up to compare action of participants with a county staff person with similar responsibilities at six and 12 month intervals.

Seminar: New State 4-H Youth Staff

highlighted the dramatic change taking place in the 4-H Youth staff of the Cooperative Extension Service, and the need for significant changes in the training process to meet the needs of this staff. Ten states were represented including 20 percent Spanish speaking Americans, 30 percent black and 50 percent white. A dramatic change in attitude among the members of this group took place as the seminar progressed. The three different groups melded into complete unity of the entire group at the end of the two week period. The seminar group had the opportunity to compare theory with practice, receiving instruction from all members of the ES 4-H administrative staff group, training in management by the Course Director and applying this new knowledge to the development of a plan of action to use in the state. In addition to the training provided at the 4-H Center, visits were made to National Headquarters of Boy Scouts of America and Junior Achievement to study their training programs. The plans of action prepared by each participant will be evaluated at six and 12 month intervals.

Internships

A significant element in the programs of 4-H-Youth Staff Development and Training is the Internship Program. The two primary kinds of interns are graduate and staff. The graduate intern is degree oriented and will spend approximately one-half time in study and research and one half time in teaching and program development. The staff intern will tailor the program to provide opportunities to improve his professional capabilities and contribute to his professional growth through study, research, teaching and program development. The graduate intern stipend is $666.00 a month for three to four months while the staff intern stipend is $500.00 a month for three to six months, assuming that most staff interns will receive some assistance as a part of a sabbatical leave. Both internships provide for extension of time, if needed, to complete study or program development.

William Caldwell, Assistant Leader, Youth, of Purdue University arrived February 14, 1972 as the first graduate intern. He is working on his Ph. D. degree. His home university is responsible for approving his study, advising on general progress and accepting or rejecting his dissertation. Dr. Einar Ryden, University of Maryland is directing his study and research. Mr. Caldwell is active at the National 4-H Center teaching, helping establish a learning center and library, participating in Staff Development and Training workshops and seminars, and helping to evaluate these activities. He will be serving for four months. His research is a role perception study looking to ideal and actual behavior of Extension Youth Agents as perceived by adult leaders and junior leaders in Indiana.

Plans For the Future

The response of participants in the seven seminars conducted this far is most encouraging and the interest being shown in the future offerings indicates that this staff training program is meeting an important need of staff. A state 4-H staff member from a mid-western state who participated in the Management Seminar remarked: "Someone really does care about us".

Five workshops and seminars will be held during the remainder of the first year of the Extension Services' effort to implement the new ECOP policy. They are as follows:

A two week seminar: Paraprofessional Staff Development.
A ten day seminar: Supervisory Roles and Functions in 4-H Youth Work.
A three and one half day workshop: Interpersonal Relations Training for All Extension Agents in a District or Area (Iowa).
A Demonstration 4-H Citizenship Short Course
A Workshop on Adult/Youth Interaction (to determine guidelines for improved youth/adult involvement in 4-H).

The National Committee on 4-H Staff Development and Training is proposing the following new offerings for the 1972-73 FY beginning July 1972.

Workshop: Programming for Youth in Low-Income Families.
" Securing Resources for 4-H Youth Work.
" Improving Effectiveness in 4-H Urban Programs.
" Improving 4-H International Programs.
" Subject Matter Specialists' Role in 4-H Youth Development.
" 4-H Youth Programs for Teens and Older Youth.
" Using Educational Media Effectively.
" Recreation in the Educational Process.
" Human Development.
" Communications in Extension 4-H Programs.

Courses offered during January, February and March 1972 that seem appropriate to repeat will be offered in 1972-73. The goal of this Staff Development and Training Program is to provide a continuous offering of staff training not available at state levels and which may be funded from a variety of possible sources.

The Kellogg Scholarships for the first seven courses offered and conducted in Fiscal 1971-72 equalized costs for all states for the training and has made it possible to get nationwide involvement of staff. The relative sharing of cost, counting the expenses born by the states for salaries, tuition, housing and meals and the Kellogg Scholarships is now approximately two thirds state financing and one third Kellogg Grant. To continue this program beyond the five year period now covered by the Grant, either the states will need to pay the full cost or additional support funds must be provided through the National 4-H Foundation or other sources.

Youth Involvement in Community Development

A. Purpose:
Conceiving, planning and launching specific community resource development projects leading to program models with focus on significant contributions teenagers and older youth can make to developing American communities and how youth can share in the integral process and program of Extension and USDA development responsibilities.

B.

Date	No. of Participants	No. of States	No. of Scholarships
January 17 - 21, 1972	87	45 & Virgin Is. - Puerto Rico	two per state (one 4-H Staff one CRD Staff)

Work Categories of Participants: Youth Specialist, Extension Leader (CRD), County Agent, Program Leader and Home Economist.

C. List of Staff and Consultants:

Dr. Lloyd L. Rutledge, Program Leader - 4-H Youth ES/USDA, Chm.
C. B. Gilliland, Program Leader - Manpower Development ES/USDA
Dr. R. C. Monesmith, Consultant - Staff Development & Training, Nat. 4-H Foundation
Jean Cogburn, Assistant State 4-H Leader, Georgia
Dr. Merle L. Howes, Assistant Director, Extension - 4-H & Youth Programs, Massachusetts
Dr. Del Dyer, Extension Leader - 4-H Youth, Virginia
Dr. Gene McMurtry, Director - CRD, Virginia
Dr. John S. Bottum, Assistant Administrator - Rural Development ES/USDA
Dr. E. Dean Vaughan, Assistant Administrator - 4-H Youth, ES/USDA

Evaluation Committee:
Dr. Avery H. Gray, Extension Specialist, Youth - Indiana
Dr. Jerry Klement, State Leader, CRD - Maryland
Edward V. Pope, Human Development & Human Relations Specialist ES/USDA

Program Impact and Evaluation
Each state team developed a plan of action during the week of the Seminar. This pre-determined outline with developments will be mailed in by the participants at the end of six months and at the end of the 12 month period.

Interim evaluation on results will be conducted by the Evaluation Committee.

D. Impact in States (typical sampling of response received in letters)

"The team building concept which grew out of this working seminar is a highly desirable approach to develop commitment to new program thrusts". - Indiana

"We returned with a greater understanding of the benefits our 4-H'ers, other youths and adults can gain by increasing and expanding their involvement in community development". - Hawaii

"The program was top caliber, we learned some subjects which should be quite useful to us immediately". - Tennessee

Workshop: Management For Effective 4-H Youth Programs

A. Purpose:
To help professional staff apply modern management theories, methods and techniques to 4-H and other voluntary educational youth programs - Exploration of modern administrative theory; means of effecting changes in youth programs; decision making; determination of priorities, leadership and motivational techniques; role of youth programs as an integral part of the total Extension program; professional responsibility in youth programming and application of management concepts to state programs.

B.

Date	No. of Participants	No. of States	No. of Scholarships
February 7 - 16, 1972	17	17	one per state

Work Categories of Participants: State 4-H Leader, Program Specialist, State 4-H Leader & Youth, Assistant State Leader & Youth Development, Chairman, Youth Development, Assistant Professor 4-H , University of Tennessee, Supervisor 4-H & Youth and Associate Director of Youth

C. List of Staff and Consultants :
William Guthrie, Guthrie Associates - Course Conductor
Dr. Rudy O. Monosmith, National 4-H Foundation - Course Director
Dr. George Broadwell, Chairman, Youth Development, New York - Staff Consultant

D. Program Impact and Evaluation:
Based on a list of specific changes in management process and methods instituted as a result of the workshop, each state participant will report on those specific changes at the end of the first 12 months after returning to the job.

E. Impact in States : (typical sampling of response received in letters)

"Frankly, this was a great experience for me, and I would have been willing to pay my own way". - Oregon

"Even after the 'newness' has worn off, I can truthfully say that the MBO Workshop was the best management session that I have ever attended". - North Dakota

"I was pleased with the content and the conduct of sessions and I feel that the seminar should be both continued and expanded". - Kansas

E. Impact in States: continued

"As a result of this workshop, we plan to make a number of additional adjustments in the coming months - I am convinced that, if we can do a better job on time management we will be in a position to do much more of the top priority program areas in the months and years ahead". - Ohio

"It was refreshing to be exposed to a lot of new ideas and to re-think some materials and ideas that I have been using". - Montana

Experimental Workshop: Voluntary Participation

A. Purpose:
Study of previous relevant research findings in areas of voluntary participation and evaluation; review of application being made of this knowledge; potential application of research; need for further research and evaluation techniques for volunteer participation - for the purpose of bridging the gap between research findings and action volunteer programs.

B.

Date	No. of Participants	No. of States	No. of Scholarships
February 15 - 18, 1972	45	15	50

Work Categories of Participants: County Agent, Extension Home Economist, District 4-H Leader, Volunteer Leader, Area 4-H Specialist, Field Program Corrdinator, and Extension Aid

C. List of Staff and Consultants:
Dr. Claude Bennett, ES, Specialist in Education Methodology and Evaluation
Dr. Keith Warner, Professor of Sociology, Brigham Young Univ.
Dr. David Smith, Director of Research, Center for a Voluntary Society
Dr. Richard Reddy, Associate Professor, Department of Sociology University of New York
Dr. V. Milton Boyce, Course Director, 4-H Youth Program Leader
Dr. Jerry Macklin, Director, Education Division, National 4-H Foundation
Dr. Rudy Monosmith, Program Consultant, Staff Development and Training, National 4-H Foundation

D. Program Impact and Evaluation - Utilization of Research Knowledge - Of the 45 participants representing 15 states in the workshop reaction evaluation, 68 percent felt that all four major objectives of the workshop were reached, 20 percent felt that the objectives were reached to some degree, 12 percent felt that the objectives were not reached.

Ten state plans were developed for back home follow-up. (individual state participants were combined to make up state groups.)

Impact evaluation is planned for Fiscal year 1973 to see what progress has been made toward the implementation of these plans. The five research consultants for the workshop are committed to help with the follow-up, as well as, to disseminate additional research knowledge.

E. Impact in States: (typical sampling of response received)

"It is the best training meeting we've attended. The pieces are beginning to go together now so that we are getting some follow-up to the conference. The leaders are using their experiences back in the communities". - Maine

Participants from Michigan report they are:"following up in this plan for recruitment of volunteers from inner-city disadvantaged families".

Seminar: Models for Volunteer Leader Forums

A. Purpose:

To develop models for 4-H Leader forums and to provide competence and understanding in training volunteer leaders - through: exploration of relevant program content, methods planning process, implementation and evaluation of adult 4-H leader forums, leading to development of a model for use in any geographic setting.

B.

Date	No. of Participants	No. of States	No. of Scholarships
February 21 - 25, 1972	50	Four	50

Work Categories of Participants: Extension Agent, Area Extension Youth Specialist and Volunteer Leader

C. List of Staff and Consultants:

Eugene P. Seifrit, Course Director, Program Specialist - National 4-H Foundation
Mrs. Kitty Monahan, Staff Coordinator - 4-H Leader
Grant A. Shrum, Executive Director - National 4-H Foundation
W. W. Eure, Director of Program Services, Manager - National 4-H Center
Miss Dorothy Emerson, Consultant - National 4-H Foundation
Tom McCarthy, Staff Assistant, Audio Visuals - National 4-H Foundation
Roger A. Wolcott, Audio Visual Consultant
William E. Caldwell, Area Extension Agent, Youth - Indiana
Dr. John Banning, Program Leader, 4-H & Youth - ES/USDA
Dr. Del Dyer, Extension Leader, 4-H Youth - Virginia
Oliver Hill, Area Extension 4-H Specialist - Colorado
Dr. Robert Lewis, Assistant State 4-H Club Leader - Pennsylvania
O. Glen Harr, Assistant State 4-H Club Leader - Pennsylvania
Mrs. Carolyn Travers, Extension Agent, 4-H - Maryland
Gene Whaples, Program Leader, 4-H & Youth - Maryland
Dr. Charles Freeman, Associate Community Educator, CES - Federal City College
Dr. Ned Gaylin, Family Life Department - University of Maryland
Dr. Milton Boyce, Program Leader, 4-H & Youth - ES/USDA

D. Program Impact and Evaluation:
At the conclusion of the seminar each of the four states in attendance developed plans for applying back home what the participants had learned at the seminar. State participants were divided into regional teams for each state. These plans were geared to planning and conducting 4-H Leader training type programs.

Each team submitted a copy of their work plan. Participants were asked to refine their plans when they got home and re-submit their revisions. (State plans will be summarized and mailed to each participant in the four states. At the same time a copy of the seminar program and procedures along with follow up activities will be mailed to all states for their use).

Teams were asked to submit a report of the activity they planned and a follow-up report when the activity was completed. Each team was also asked to submit the time of the events. It is anticipated that a review of plans will be made (at six month intervals) and a follow-up on activities in hopes that such plans will be expanded to other states.

E. Impact in States: (typical sampling of response received in letters)

"On behalf of the team, I want to express our appreciation to the 4-H Foundation and to the Kellogg Foundation. - We feel that the week we spent at the Center was of great benefit to us individually, in addition to preparing us to make a contribution to the leadership development program of our area". - West Virginia

"Thank you for a top-notch workshop - I was quite pleased with the materials presented and the many ideas, methods and techniques used as take-home information". - Colorado

Workshop: Volunteer Leadership Development

A. Purpose:
Exploration of hardware, software and resource expertise on leader training methods; experimentation with different teaching techniques; identification of training needs of volunteers; evaluation techniques for staff and volunteer training - in order to help state 4-H staff members develop skills for becoming effective trainers of area and county 4-H staff in volunteer leadership development.

B.

Date	No. of Participants	No. of States	No. of Scholarships
February 21 - 25, 1972	35	32	30

Work Categories of Participants: State 4-H Staff, County 4-H Agent, County Home Economist, Area Home Economist, Area Extension Agent, Educational Communications Specialist

C. List of Staff and Consultants:
Dr. V. Milton Boyce, Course Director, 4-H Program Leader - ES/USDA
Mrs. Jan Margolis, Associate Director of the Center for a Voluntary Society
Frederic H. Margolis, President, FM Associates Ltd. - Private Consultant in adult education, training and management development and author.

D. Program Impact and Evaluation :
An evaluation summary was compiled by staff immediately after the workshop based on the written reactions and proposals by participants as a result of the course. Participants rated the course as having met the described objectives by the following: four Fair - 19 a Lot and five Completely.

(typical sampling of statements made by workshop participants during the course)

Q. As a result of this course, what is one thing you plan to do when you go back home?

A. "I plan to re-think my portion of this agent training meeting in terms of the techniques I had planned to use".

"I plan to design a workshop for Extension Agents in the area of Leadership Development - with emphasis on the process".

"Use system as a benchmark for evaluating some training programs that are already designed - use it as a guide for setting up future training situations".

D. Program Impact and Evaluation: continued

Q. What would you like to tell the trainers?

A. "What this workshop did was to pull the concepts together into a workable approach or 'package' which can be implemented back home".

"More of what I found this week is how much I had already studied (not learned) but hadn't applied about planning and training design".

E. Impact in States: (Typical sampling of response received in letters)

"I am preparing a presentation to give to professional youth staff members at a seminar on helping local leaders use the child centered approach with youth in their local clubs - the information I received is invaluable in preparing and presenting this topic". - Iowa

"The meetings were most informative and your selection of resource people was excellent - I feel that I gained a great deal more know-how in handling my training programs". - Hawaii

F. Follow-Up:

A second workshop on Volunteer Leader Development is being planned for the Fall of 1973. A survey will be made prior to that time to establish how many of the 35 participants, representing 32 states have utilized the training designed in teaching other professionals. It will be noted what part of these results were obtained.

Workshop: New County Extension Agents Doing 4-H Youth Work

A. Purpose:

To demonstrate intensive training to help new county staff become effective faster and give staff greater satisfaction in their work by learning: importance of out-of-classroom education today; program planning involving local adults and youths; curriculum development relevant to youth; group dynamics and leadership communication tools; hard-to-reach audiences; understanding boys and girls and adults; resources available; organizational and operational management and evaluation.

B.

Date	No. of Participants	No. of States	No. of Scholarships
February 14 - 25, 1972	20	11	40

Work Categories of Participants: County 4-H Agent, County Extension Youth Specialist, Extension Agricultural Agent, County Home Economist, and Extension Home Economist

C. List of Staff and Consultants:

Dr. Jerry Macklin, Co-Course Director - National 4-H Foundation
Dr. John W. Banning, Co-Course Director, Program Leader, 4-H Youth - ES/USDA
William H. Shane, Workshop Coordinator - Extension Studies & Training Specialist, University of Idaho
Grant A. Shrum, Executive Director - National 4-H Foundation
Mrs. Margo Tyler, Director, Information Division - National 4-H Foundation
W. W. Eure, Director, Program Service, Manager - National 4-H Center
Dr. R. O. Monosmith, Program Consultant, Staff Development & Training, - National 4-H Foundation
Eugene Seifrit, Program Specialist - National 4-H Foundation
Dorothy Emerson, Consultant - National 4-H Foundation
Tom McCarthy, Staff Assistant, Audio Visuals - National 4-H Foundation
Dr. Einar R. Ryden, Professor, Department of Agriculture and Extension - University of Maryland
Roger A. Wolcott, Retired, Visuals Specialist - ES/USDA
Jeanne Spieker, Home Economist - Dakota County, Minnesota
William E. Caldwell, Area Extension Agent, Youth - Indiana
Mrs. Betty Groebli, News Commentator - WRC/TV
Bill Clark, County Extension Agent 4-H & Youth - Maryland
Mrs. Louise C. Kilpatrick, Program Leader 4-H & Youth - University of Maryland

C. List of Staff and Consultants: continued

Mrs. Phyllis E. Worden, Assistant Extension Specialist, 4-H & Youth Development - University of Minnesota

Roger Farquar, Editor - Montgomery County Sentinel, Maryland

D. Program Impact and Evaluation:

Based on the objective of the day and/or course - evaluation criteria was logged by: Participant Behavior Desired - Method or Activity Applied

(Indications of success will be measured by Staff) - Response and follow-up to be made in six months.

The model for this training of new county staff will be described, duplicated and sent to all states for use in designing training programs for new staff.

E. Impact in States: (typical sampling of response received in letters)

"The workshop setting was ideally suited to this type of training - the information presented on new audio-visual techniques was most valuable". - Idaho

"I had a negative attitude because of some past experiences in training sessions - the materials and thoughts are filed and never used - I have already applied many of these new methods and ideas in my county situation. One of the reasons for the successful session is that we were put into a different environment and were able to express freely our ideas and opinions, also share ideas and problems". - Vermont

"I looked forward to the New Agent's Training Program with mixed emotions - from the moment I arrived at the Center, there was an awareness of a new atmosphere that I had not previously been exposed to. The approach (made by staff) made me immediately feel a part of the team - their sincere interest in each participant, coordination of the program and philosophy will provide a positive approach to new agent training programs of the future". - Minnesota

"The workshop increased my satisfaction with my position as Extension 4-H Agent - it was designed so that each participant identified one major concern, explored its ramifications, and presented a possible solution on the last day - by having a focal point, each lecture, discussion or laboratory was immediately translated into terms that would apply in our counties". - Connecticut

"To me the information presented on new audio visual techniques was most valuable - the material presented in two weeks would have taken several years to acquire by working in the county". - Idaho

Seminar: New State 4-H Staff

A. Purpose:

To provide modern practical techniques and information to state staff members to use upon their return to the job in: - objective and philosophy of the Cooperative Extension Service; staff administration and program development; working with special audiences; reporting, budgeting, public and private support: volunteer leader development; curriculum development; methodology, literature production and distribution; lecturers, group discussion and individual plan of work.

B.

Date	No. of Participants	No. of States	No. of Scholarships
February 28 - March 10, 1972	10	10	one per state

Work Categories of Participants: 4-H Agent, 4-H Youth Specialist, Area 4-H Specialist, Assistant State 4-H Program Leader, Associate State 4-H Leader, State 4-H & Youth Development Coordinator, Extension Leader - 4-H Youth, VPI and SU

C. List of Staff and Consultants:

Dr. Rudy C. Monosmith, Course Director, Staff Development & Training - National 4-H Foundation
Dr. E. Dean Vaughan, Assistant Administrator, 4-H Youth - ES/USDA
Dr. Hope Daugherty, Program Leader, 4-H Youth - ES/USDA
Rudolph Pruden " "
Dr. Kemp Swiney " "
Robert Pinches " "
Dr. Milton Boyce, " "
Mrs. Fern Kelley " "
Dr. Lloyd Rutledge " "
Eleanor Wilson " "
Dr. John Banning " "
Dorothy Emerson, Consultant - National 4-H Foundation

D. Program Impact and Evaluation:

A report of the planned changes put into effect during the first 12 months following the workshop will be completed by the participants and mailed for evaluation by staff.

E. Impact in States: (typical sampling of response received in letters)

"I am sure this was the best workshop I've ever attended. The things that impressed me were the comments and ideas from the Course Director and the interaction of our group". - North Dakota

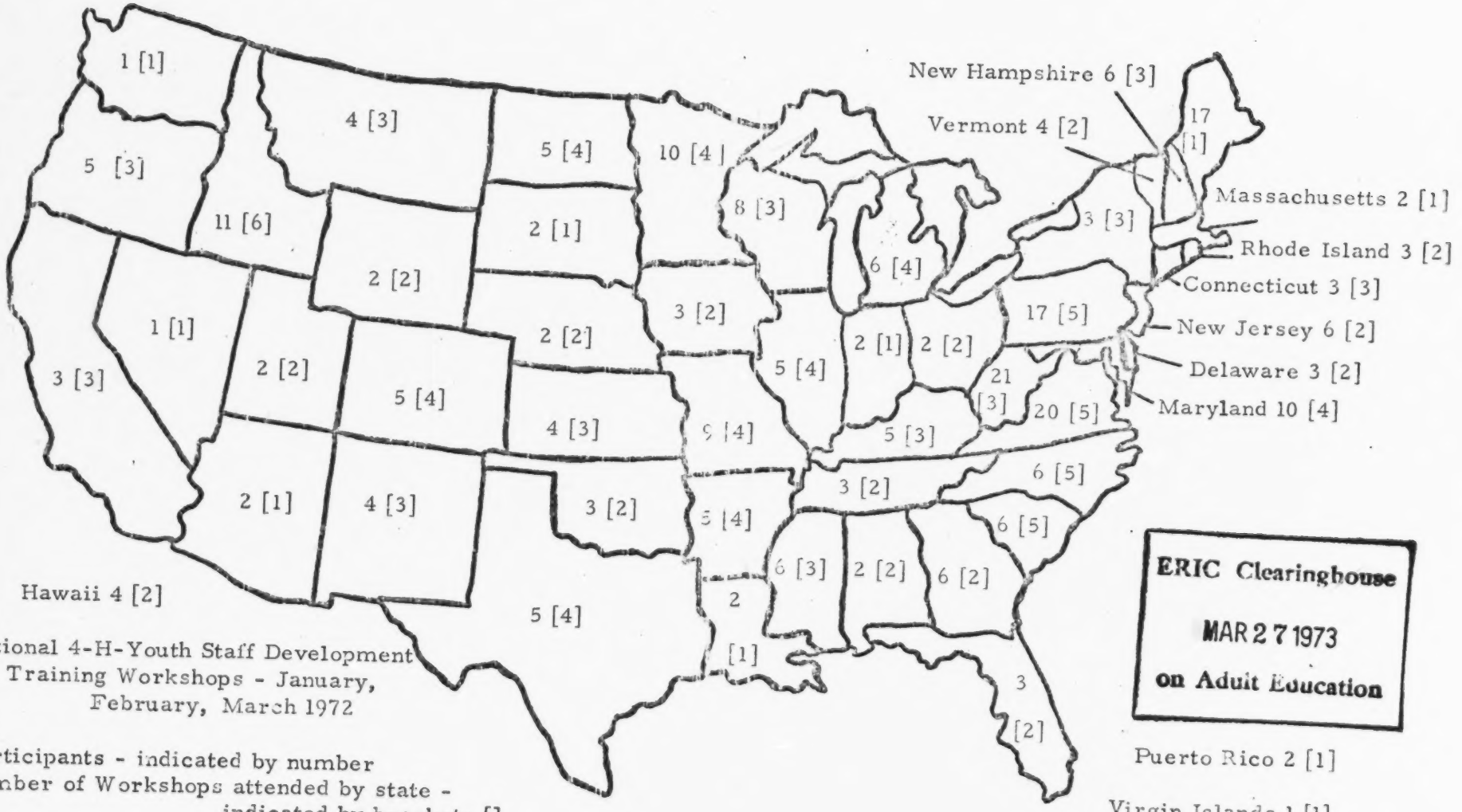
E. Impact in States: continued

"The format of the training for new state staff certainly met many of my needs - the method of using resource people, then providing the class an opportunity to study their philosophy on our own was most effective". - Arkansas

"I profited a great deal from the seminar. I obtained a perspective and discovered many things about youth programming in Extension that probably would have otherwise taken years for me to experience, if at all". - California

Alaska 1 [1]

SUMMARY OF ATTENDANCE AT SEVEN WORKSHOPS



National 4-H-Youth Staff Development & Training Workshops - January, February, March 1972

Participants - indicated by number
Number of Workshops attended by state - indicated by brackets []

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Puerto Rico 2 [1]

Virgin Islands 1 [1]